Alberta Employment and Immigration

March 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 2,002,100[1] Albertans employed, of which about 349,900 are self-employed. The unemployment rate nationally increased half a percentage point to 7.7% representing a loss of 83,000 jobs. Alberta saw a spike in unemployment, increasing the province's average unemployment rate from 4.4% to 5.4%. There are approximately 408,900 Albertans covered by union agreements. Alberta's union membership rate is 25.0% while nationwide the union membership rate is 31.8%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

AUPE employees with Age Care Valleyview (Medicine Hat) went on strike on March 13, 2009, and the strike continues. Employees with Old Dutch Foods Ltd. (Calgary) under UFCW, Local 401 have commenced a strike as of March 29, 2009 involving 181 employees at the employer's Calgary location.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements												
Year	2007					2008					2009	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	1,571	4,122	49,509	3,672	58,874	2,390	5,018	28,560	19,774	55,742	749	749
Private	4,089	6,544	12,638	16,957	40,228	18,284	9,560	4,244	7,104	39,192	987	987
All	5,660	10,666	62,147	20,629	99,102	20,674	14,578	32,804	26,878	94,934	1,736	1,736
Average Annual Wage Change %												
Year	2007					2008					2009	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	5.1	4.7	4.9	3.8	4.8	4.7	4.9	4.3	5.0	4.6	2.6	2.6
Private	4.2	6.1	5.9	6.2	5.9	3.8	5.2	4.6	5.1	4.5	0.6	0.6
All	4.4	5.5	5.1	5.8	5.2	3.9	5.1	4.3	5.1	4.6	1.5	1.5

*Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Mediation Services Branch of Alberta Employment and Immigration by calling (780)427-8301.

Wage Settlements In Alberta By Industry – 2007 to 2009 (March)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	5	472	28.8	4.0	11.5
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	1	214	36.0	2.6	8.1
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	1	1	12.0	0.0	0.0
2008	2	2	12.0	0.0	0.0
2007	9	780	33.0	5.9	16.5
Construction					
2009	2	760	32.0	0.0	0.0
2008	16	8,861	43.0	5.7	22.1
2007	39	27,461	45.1	6.1	25.0
Educational Services*					
2009	2	146	32.0	3.0	8.6
2008	78	37,765	51.6	2.3	9.1
2007	35	16,916	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	1	20	27.0	3.5	8.0
2008	43	55,416	38.7	4.6	15.5
2007	48	29,883	34.4	4.7	14.5
Information And Cultural Industries					
2009	1	12	36.0	8.1	26.4
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2

* Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Manufacturing					
2009	0	0	0.0	0.0	0.0
2008	21	2,029	34.6	6.5	18.5
2007	49	4,139	34.1	4.8	14.2
Mining And Oil And Gas Extraction					
2009	0	0	0.0	0.0	0.0
2008	1	50	32.0	3.1	8.5
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	0	0	0.0	0.0	0.0
2008	9	291	25.5	4.7	10.5
2007	5	192	28.0	6.5	14.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	0	0	0.0	0.0	0.0
Public Administration					
2009	8	717	26.8	2.5	5.9
2008	22	2,424	34.2	5.7	17.1
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	10	15,411	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	4	12	36.0	5.0	16.6
2008	14	990	36.9	7.2	23.4
2007	16	3,217	35.9	4.5	14.1
Utilities					
2009	0	0	0.0	0.0	0.0
2008	7	3,171	24.2	3.4	7.0
2007	12	3,175	30.4	5.8	15.5

* Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	4	963	46.5	5.0	26.2
2007	2	72	24.0	5.7	11.7

* Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Health Care and social Assistance					
Good Samaritan Society	AUPE	1,200	36	June 30, 2011	1st year 7.5% 2nd year 5.0% 3rd year 4.5%.
Peace Country Health – EMS	HSAA	150	36	March 31, 2011	1st year 5.0% 2nd year 5.0% 3rd year 4.5%.
Shepherd's Care – Kensington Village	AUPE	125	24	August 31, 2010	1st year 3.0-14.0% based on classification + $250.00 signing bonus. 2nd year 3.5-8.0% based on classification + $250.00 signing bonus. 3rd year 4.0-4.5% based on classification.
Northern Lights health Region	CEP, Local 707	375	36	March 31, 2011	1st year 5.0% 2nd year 5.0% 3rd year 5.0%.
Manufacturing					
Cargill Limited (Foods Division)	UFCW, Local 1118	1,700	48	December 31, 2012	1st year $0.50/hr 2nd year $0.50/hr 3rd year $0.50/hr 4th year $0.50/hr
Public Administration					
Calgary, City of	Firefighters' Association, Local 255	1,184	33	December 31, 2008	1st year 3.5% 2nd year 3.75% 3rd year 5.0%
Economic Development Edmonton – Shaw Conference Centre	UFCW, Local 401	650	48	November 21, 2012	1st year $1.40/hr 2nd year 4.0% 3rd year 4.25% 4th year 4.5%
Educational Services					
NAIT	AUPE, Local 038	800	36	June 30, 2009	1st year 4.25% 2nd year 4.25% 3rd year 4.25%

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Carewest (Calgary)	HSAA	135	30-Jun-08	Negotiations continue.
Dynalife Labs – Edmonton/ Fort McMurray	HSAA	827	First Agreement	Negotiations continue.
University of Alberta	NASA	4,300	31-Mar-09	Negotiations continue.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Grande Yellowhead Public Regional School Division	CUPE, Local 1357	300	31-Aug-08	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Calgary (inside workers)	CUPE, Local 38	2,800	04-Jan-09	Negotiations continue.
City of Calgary (outside workers)	CUPE, Local 37	2,040	04-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Edmonton (inside workers)	CSU 52	3,287	20-Dec-08	Negotiations continue.
City of Edmonton (outside workers)	CUPE, Local 30	1,719	20-Dec-08	Negotiations continue.
City of Edmonton	ATU, Local 569	1,500	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Old Dutch Food Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	On strike.
Coca Cola Bottling Company (Calgary)	Miscellaneous Employees Teamsters, Local 987.	230	First Agreement	Negotiations continue.
Compass Canada (Suncor Firebag)	UNITE-HERE, Local 47.	116	First Agreement	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
Ontario				
Children's Aid Society Of Toronto	CUPE, Local 2316	900	36	31-Mar-11
Terms: 1st year 3.0%, 2nd year 3.25%, 3rd year 3.50%. Source: Ontario Labour, "Collective Bargaining Highlights", August 2008				
New Brunswick				
Government of New Brunswick	CUPE, Local 1252	8,300	48	30-Jun-11
Terms: 1st year 2.5%, 2nd year 3.25% to 7.0%, 3rd year 3.5%, 4th year 2.5%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", February 27, 2009.				
Newfoundland and Labrador				
Provincial Government and N&L School Boards' Association	N&L Teachers' Association	7,600	48	31-Aug-12
Terms: 1st year 8.0%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", February 27, 2009.				
Memorial University	CUPE, Local 1615	900	48	31-Mar-12
Terms: 1st year 2.3%, 2nd year 4.0%, 3rd year 4.0%, 4th year 4.0%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", February 27, 2009.				
Canada				
Treasury Board of Canada	PSAC (Programs and Administrative Services)	6,794	48	20-Jun-11
Terms: 1st year 2.3%, 2nd year 1.5%, 3rd year 1.5%, 4th year 1.5%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 20, 2009.				
Private Sector				
British Columbia				
Catalyst Paper Corporation	CEP, Local 2	500	48	30-Apr-12
Terms: 1st year 2.0%, 2nd year 2.5%, 3rd 2.5%, 4th year 3.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 20, 2009.				
Allied Shipbuilder Ltd.	Marine Workers' and Boilermakers' Industrial Union, Local 1	100	24	30-Jun-10
Terms: 1st year 5.0%, 2nd year 4.25%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 20, 2009.				
Versacold (Derwent Facility)	UFCW	62	48	30-Apr-12
Terms: 1st year 2.5%, 2nd year 2.5%, 3rd year 2.5% plus $0.24/hr, 4th year 2.5%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", February 20, 2009.				
New Brunswick				
Connors Bros. Limited	Charlotte Seafood Employees Association	800	36	31-Dec-10
Terms: 1st year 2.0%, 2nd year 2.0%, 3rd 2.0%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", February 27, 2009.				

Recent Labour Relations Developments in Other Jurisdictions

British Columbia

The B.C. Federation of Labour called upon fans of the Vancouver Canucks not to attend the March 13, 2009 game against the Los Angeles Kings, in support of about 700 employees of Aramark at General Motors Place. The employees, members of UNITE-HERE, Local 40, have been working without a new agreement since December 2008, and staged a one-day strike on March 13, 2009 to protest a lack of progress in negotiations. The employees are seeking improved wages and benefits, job security, and assurances they won't be laid off during the 2010 Winter Olympics.

Source: B.C. Federation of Labor News Release, "Federation calls on Canuck fans to support striking Aramark workers", March 14, 2009.

Ontario

Derik McArthur, Canadian Director of the Retail, Wholesale and Department Store Union, Local 431 (RWDS) is claiming the City of Sudbury is trying to thwart unionization efforts. Until recently, the RWDS was attempting to certify 320 volunteer firefighters in 20 fire halls in Greater Sudbury. The volunteers are paid when they are called into service, but most have other full-time jobs. The attempt at unionization was based primarily on the hope of gaining more safety equipment. The RWDS applied to the Ontario Labour Relations Board (OLRB) for a certification vote to be held. Mr. McArthur claims the City hand-delivered a three-page letter outlining the City's position on the vote, and also wanted to pay the volunteers two hours of pay to ensure they vote. The RWDS has pulled its application for certification until the City "agrees to cease its interference in the organizing drive…", and has asked its legal counsel to investigate filing unfair labour practice charges against the City.

Source: northernlife.ca, Bill Bradley, "Local 431 claims City meddling with unionization efforts for volunteer firefighters", March 12, 2009.

New Brunswick

Two unions, the New Brunswick Union and the New Brunswick Nurses Union, have signed agreements providing for wage increases of 2.5% in each of two years. The agreements with the provincial government cover nurse managers, along with forestry workers, education support staff, and some community college employees. The agreements were reached hours before the provincial budget was announced on March 17, 2009. The budget included provisions for two-year wage freezes for the provincial civil service, health care, and education. Unionized employees without collective agreements in place will negotiate agreements providing for a two-year wage freeze. Existing collective agreements will be honoured, but a two-year wage freeze will be negotiated once the agreements expire. Employers and unions in the reminder of the public sector, including universities, crown agencies, and municipalities, are encouraged to also negotiate and implement two-year wage freezes. Daniel Legere, President of CUPE New Brunswick, said he will not allow contracts to be imposed by government policy or by legislation. The provincial government has indicated that they may legislate contracts if the three CUPE unions that are currently in negotiations do not accept the wage freeze.

Source: cbc.ca, "Last minute labour deals drive wedge between unions", March 18, 2009.

Newfoundland and Labrador

Cal Jones, President of the Newfoundland and Labrador Building Trades Council has expressed optimism about the province's economic future, despite the current recession and slump in world markets. He cited the multi-billion development at Long Harbour (VBNC's nickel processing facility, under construction), off-shore oil activity, and the prospects for further Churchill Falls hydro development. Mr. Jones indicates efforts must continue to get young people actively involved in training for skilled trades. Meanwhile, George Oglivie, the CEO of Rambler Metals and Mining, expressed optimism about his company's copper and gold mining project on the Baie Verte Peninsula. He says that, if financing is received, it would give them 12 to 15 months to construct the mine site, and begin production by late 2010, when world commodity prices may be higher.

Source: Vocm.com, "Building Trades Council Boss Upbeat About Future", March 10, 2009.

Canada

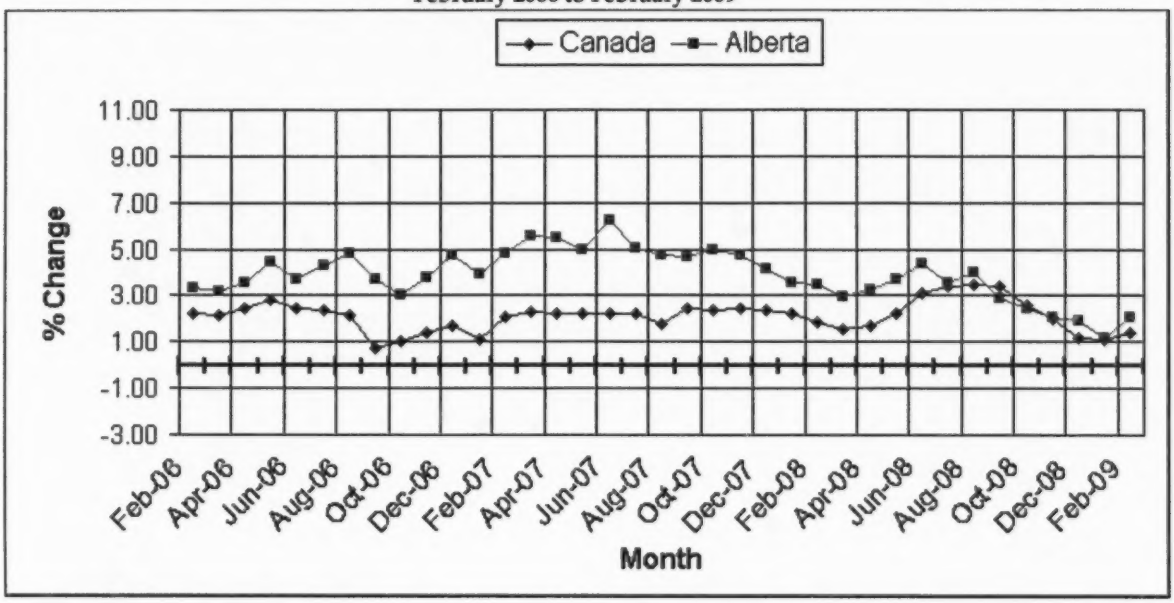
Leo Gerard, President of the United Steelworkers of America (USWA), was presented the Sifton Award for Contributions to Labour Relations on March 12, 2009. The Award was presented by Woodsworth College and the Centre for Industrial Relations and Human Resources, University of Toronto. It is dedicated to the memory of Larry Sifton (1917-1973). Mr. Gerard is the second Canadian to head the International Union, and is also a Vice-President of the AFL-CIO (American Federation of Labour-Congress of Industrial Organizations).

Source: USWA website, "USW International President Leo Gerard to receive the Sifton Award for Labour Relations", March 10, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

February 2006 to February 2009



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Feb-08	112.2	1.81	119.0	3.48	118.7	3.94	119.1	3.03
Mar-08	112.8	1.53	119.8	2.92	119.5	3.28	120.0	2.83
Apr-08	113.5	1.70	121.3	3.23	121.2	3.59	121.2	3.06
May-08	114.6	2.23	122.2	3.74	121.9	4.10	122.3	4.00
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51
Feb-09	113.8	1.43	121.5	2.10	121.5	2.36	121.9	2.35

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

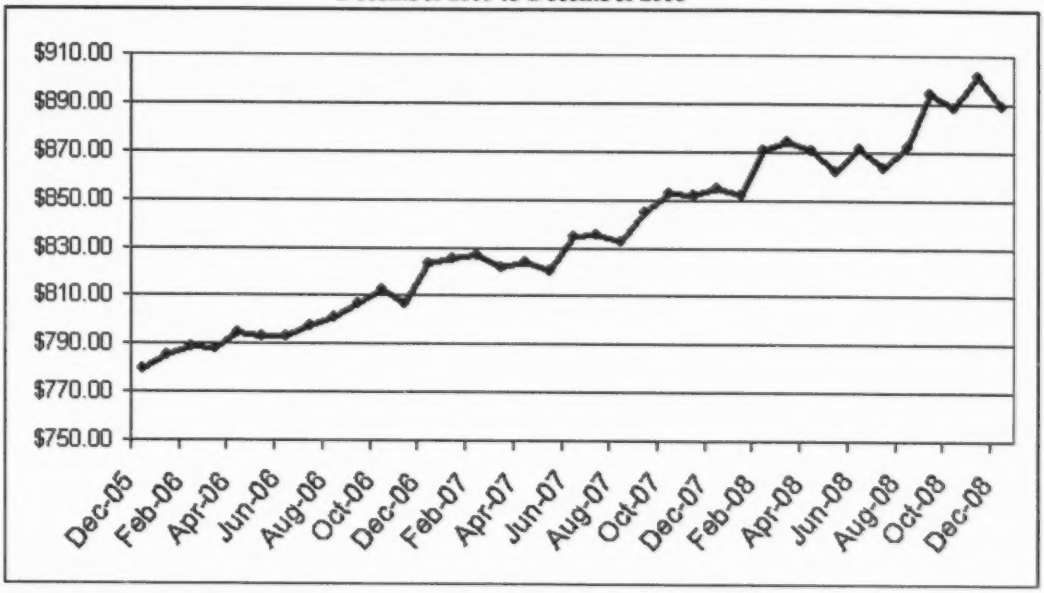
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta Average Weekly Earnings Changes (AAWE)

Year over Year Change (Monthly in AAWE*)

December 2005 to December 2008



Monthly AAWE		
		Yr. Over Yr. % Change (Monthly)
Dec-07	$854.65	3.86
Jan-08	$851.62	3.16
Feb-08	$870.49	5.27
Mar-08	$874.22	6.36
Apr-08	$870.30	5.65
May-08	$861.88	5.11
Jun-08	$871.51	4.40
Jul-08	$863.35	3.31
Aug-08	$876.10	4.76
Sep-08	$894.19	5.85
Oct-08	$885.84	4.27
Nov-08	$899.28	5.82
Dec-08	$888.97	4.02

Yearly AAWE		
		Yr. Over Yr. % Change (Annual)
2004	$724.42	2.97
2005	$762.08	5.20
2006	$799.14	4.86
2007	$835.37	4.53
2008	$875.65	4.82

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payroll and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

Year over Year % Change (Annual) - (Ave. of current year AAWE - Ave. of previous year AAWE) / Ave. of previous year AAWE x 100

Year over Year % Change (Monthly) - (Current month AAWE - Same month previous year AAWE) / Same month previous year AAWE x 100

Source: Alberta Finance and Enterprise, Monthly Economic Review.

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.